

# SENATE BILL 143

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SB 688/25 – FIN & B&T

(PRE-FILED)

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By: **Senator Benson**

Requested: October 14, 2025

Introduced and read first time: January 14, 2026

Assigned to: Finance and Budget and Taxation

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## A BILL ENTITLED

1 AN ACT concerning

2 **Public Works Contracts – Apprenticeship Requirements**  
3 **(Maryland Workforce Apprenticeship Utilization Act)**

4 FOR the purpose of altering certain apprenticeship requirements relating to public works  
5 contracts to require certain contractors and subcontractors to employ a certain  
6 number of qualified apprentices or journeyworkers necessary to meet a certain  
7 applicable percentage for the project; altering which projects are subject to certain  
8 apprenticeship requirements; repealing certain provisions of law that authorized  
9 contractors and subcontractors to make certain payments to a certain apprenticeship  
10 program in lieu of employing certain apprentices; requiring the Secretary of Labor  
11 to annually establish a certain applicable percentage; authorizing the Secretary to  
12 waive certain requirements under certain circumstances; establishing that certain  
13 apprenticeship requirements apply to the University System of Maryland and  
14 Baltimore City Community College; and generally relating to apprenticeship  
15 requirements for public works contracts.

16 BY repealing and reenacting, without amendments,  
17 Article – State Finance and Procurement  
18 Section 11–203(e)(1) and (7)  
19 Annotated Code of Maryland  
20 (2021 Replacement Volume and 2025 Supplement)

21 BY repealing and reenacting, with amendments,  
22 Article – State Finance and Procurement  
23 Section 11–203(e)(5)(i), 17–601, 17–602, 17–603, 17–604, and 17–606  
24 Annotated Code of Maryland  
25 (2021 Replacement Volume and 2025 Supplement)

26 BY adding to  
27 Article – State Finance and Procurement

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



Section 17–601.1, 17–602.1, 17–604.1, 17–605.1, and 17–607  
Annotated Code of Maryland  
(2021 Replacement Volume and 2025 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
That the Laws of Maryland read as follows:

**Article – State Finance and Procurement**

11–203.

(e) (1) In this subsection, “University” means the University System of  
Maryland, Morgan State University, or St. Mary’s College of Maryland.

(5) (i) Except as provided in paragraph (7) of this subsection, the  
following provisions of Division II of this article apply to a University and to Baltimore City  
Community College:

1. § 11–205 of this subtitle (“Collusion”);
2. § 11–205.1 of this subtitle (“Falsification, concealment,  
etc., of material facts”);
3. § 13–219 of this article (“Required clauses –  
Nondiscrimination clause”);
4. § 13–225 of this article (“Retainage”);
5. Title 14, Subtitle 3 of this article (“Minority Business  
Participation”);
6. Title 14, Subtitle 7 of this article (“Certified Local Farm  
and Fish Program”);
7. Title 15, Subtitle 1 of this article (“Procurement Contract  
Administration”);
8. § 15–226 of this article (“Policy established; timing of  
payments; notice upon nonpayment; disputes; appeals”); [and]
9. Title 16 of this article (“Suspension and Debarment of  
Contractors”); AND

**10. TITLE 17, SUBTITLE 6 OF THIS ARTICLE  
 (“APPRENTICESHIP REQUIREMENTS FOR PUBLIC WORKS CONTRACTS”).**

(7) Except with regard to the provisions of § 15–113 of this article, paragraphs (3), (4), and (5) of this subsection do not apply to:

(i) procurement by a University or Baltimore City Community College from:

1. another unit;
2. a political subdivision of the State;
3. an agency of a political subdivision of the State;
4. a government, including the government of another state, of the United States, or of another country;
5. an agency or political subdivision of a government; or
6. a bistate, multistate, bicounty, or multicounty governmental agency;

(ii) procurement by a University in support of enterprise activities for the purpose of:

1. direct resale;
2. remanufacture and subsequent resale; or
3. procurement by the University for overseas programs; or

(iii) procurement by the University System of Maryland for:

1. services of managers to invest, in accordance with the management and investment policies adopted by the Board of Regents of the University System of Maryland, gift and endowment assets received by the University System of Maryland in accordance with § 12–104(e) of the Education Article; or
2. expenditures to manage, maintain, and enhance, in accordance with the management and investment policies adopted by the Board of Regents of the University System of Maryland, the value of gift and endowment assets received by the University System of Maryland in accordance with § 12–104(e) of the Education Article.

17–601.

(a) In this subtitle the following words have the meanings indicated.

**(B) “APPLICABLE PERCENTAGE” MEANS THE PERCENTAGE OF TOTAL LABOR HOURS OF WORK ON A COVERED PROJECT, INCLUDING CONSTRUCTION,**

1 ALTERATION, AND REPAIR WORK, PERFORMED BY AN APPRENTICE OR A  
2 JOURNEYWORKER, ESTABLISHED UNDER § 17-602.1 OF THIS SUBTITLE.

3 [(b)] (C) “Apprenticeship training program” means an apprenticeship training  
4 program that:

5 (1) is registered with, and approved by, the Apprenticeship and Training  
6 Council or the U.S. Department of Labor; AND

7 (2) COMPLIES WITH THE REQUIREMENTS OF 29 C.F.R. PART 29 AND  
8 PART 30.

9 [(c)] (D) “Covered craft” means a classification of workers listed in the prevailing  
10 wage determination applicable to the covered project.

11 [(d)] (E) “Covered project” means a project for the construction of a public work[,  
12 as defined under § 17-201 of this title, that is valued at \$500,000 or more] THAT IS  
13 SUBJECT TO SUBTITLE 2 OF THIS TITLE.

14 [(e)] (F) “Department” means the Maryland Department of Labor.

15 [(f)] (G) “Fund” means the State Apprenticeship Training Fund established  
16 under § 17-602 of this subtitle.

17 (H) “LABOR HOURS” MEANS THE TOTAL NUMBER OF HOURS DEVOTED TO  
18 THE PERFORMANCE OF CONSTRUCTION, ALTERATION, OR REPAIR WORK BY ANY  
19 INDIVIDUAL AND EXCLUDES HOURS WORKED BY:

20 (1) FOREMEN;

21 (2) SUPERINTENDENTS;

22 (3) OWNERS; OR

23 (4) ANY PERSON EMPLOYED IN A BONA FIDE EXECUTIVE,  
24 ADMINISTRATIVE, OR PROFESSIONAL CAPACITY, AS DEFINED IN 29 C.F.R. PART  
25 541.

26 [(g)] (I) “Participates in an apprenticeship training program” means that a  
27 contractor or subcontractor makes regular financial contributions for each covered craft to  
28 apprenticeship training programs for covered crafts during the term of the covered project  
29 that are at least equal to the hourly fringe benefit contribution rates required for  
30 apprenticeship training by the applicable prevailing wage determination for the project, as  
31 specified by the Secretary.

1       **(J) “QUALIFIED APPRENTICE OR JOURNEYWORKER” MEANS AN**  
2 **INDIVIDUAL WHO IS PARTICIPATING IN AN APPRENTICESHIP TRAINING PROGRAM.**

3       **[(h)] (K)**     “Secretary” means the Secretary of Labor.

4 **17–601.1.**

5       **(A) THIS SUBTITLE APPLIES ONLY TO CONTRACTORS AND**  
6 **SUBCONTRACTORS WHO EMPLOY FOUR OR MORE INDIVIDUALS TO PERFORM WORK**  
7 **ON A COVERED PROJECT.**

8       **(B) NOTHING IN THIS SUBTITLE MAY PREEMPT A LOCAL LAW OR POLICY**  
9 **PROVIDING FOR ADDITIONAL SKILLED AND TRAINED WORKFORCE REQUIREMENTS**  
10 **ON PUBLIC WORKS PROJECTS.**

11 **17–602.**

12       (a)     There is a State Apprenticeship Training Fund in the Department.

13       (b)     The Fund consists of:

14               (1)     payments made by contractors or subcontractors in accordance with  
15 this subtitle and Subtitle 6A of this title;

16               (2)     penalties collected as a result of violations of this subtitle and Subtitle  
17 6A of this title; and

18               (3)     penalties collected as a result of violations of Title 14, Subtitle 8 of this  
19 article.

20       (c)     The Fund is a special, nonlapsing fund that is not subject to § 7–302 of this  
21 article.

22       (d)     The State Treasurer shall hold the Fund separately, and the Comptroller shall  
23 account for the Fund.

24       (e)     The Secretary shall use money in the **[fund] FUND** to:

25               (1)     promote preapprenticeship programs and other workforce development  
26 programs in the State’s public secondary schools and community colleges that assist  
27 students in preparing for and entering apprenticeship training programs; and

28               (2)     pay any costs associated with carrying out the provisions of this subtitle  
29 and Subtitle 6A of this title or Title 14, Subtitle 8 of this article.

1 **17-602.1.**

2 (A) FOR CONSTRUCTION ON A COVERED PROJECT FOR WHICH A PUBLIC  
3 BODY ADVERTISES FOR BIDS OR PROPOSALS FOR A PUBLIC WORKS CONTRACT ON  
4 OR AFTER JANUARY 1, 2027, THE APPLICABLE PERCENTAGE IS 20%.

5 (B) ON OR BEFORE DECEMBER 31, 2027, AND EACH YEAR THEREAFTER,  
6 THE SECRETARY SHALL SET THE APPLICABLE PERCENTAGE THAT WILL APPLY FOR  
7 THE FOLLOWING CALENDAR YEAR.

8 (C) THE SECRETARY MAY ALTER THE APPLICABLE PERCENTAGE FOR A  
9 COVERED PROJECT TO MEET ANY RATIO REQUIREMENTS NECESSARY FOR  
10 APPRENTICE OR JOURNEYWORKER SUPERVISION IN THE COVERED CRAFT.

11 **17-603.**

12 (a) A contractor that is awarded a procurement contract for a covered project shall  
13 provide to a unit, as a condition of receiving the contract, written verification that:

14 (1) the contractor [participates in an apprenticeship training program for  
15 each covered craft in which it will employ persons for the covered project] **IS EMPLOYING**  
16 **THE NUMBER OF QUALIFIED APPRENTICES OR JOURNEYWORKERS FOR A COVERED**  
17 **PROJECT NECESSARY TO MEET THE APPLICABLE PERCENTAGE FOR THE COVERED**  
18 **PROJECT; OR**

19 (2) the contractor will make payments to the Fund[; or

20 (3) the contractor will make payments in amounts determined under §  
21 17-605 of this subtitle to a registered apprenticeship program or to an organization that  
22 has registered apprenticeship programs for the purpose of supporting these programs].

23 (b) The written verification required under subsection (a) of this section shall be  
24 provided by a contractor to the unit responsible for the project before the contractor  
25 commences performance under the procurement contract.

26 [(c) Organizations that have registered apprenticeship programs and receive  
27 funds from contractors under subsection (a)(3) of this section shall certify to the Secretary  
28 that all funds received are used solely for the purpose of improving or expanding  
29 apprenticeship training in the State.

30 (d) The Secretary shall adopt regulations to establish a process for auditing  
31 organizations that provide registered apprenticeship programs to ensure that all funds  
32 received under subsection (a)(3) of this section are used solely to improve and expand  
33 apprenticeship programs in the State.]

1 17-604.

2 (a) A subcontractor that performs work at a value exceeding the small  
3 procurement amount specified in § 13-109 of this article for a covered project shall provide  
4 to a unit written verification that:

5 (1) the subcontractor [participates in an apprenticeship training program  
6 for each covered craft in which it will employ persons] **IS EMPLOYING THE NUMBER OF**  
7 **QUALIFIED APPRENTICES OR JOURNEYWORKERS FOR A COVERED PROJECT**  
8 **NECESSARY TO MEET THE APPLICABLE PERCENTAGE** for the covered project; **OR**

9 (2) the subcontractor will make payments to the Fund[; or

10 (3) the subcontractor will make payments in amounts determined under §  
11 17-605 of this subtitle to a registered apprenticeship program or to an organization that  
12 has registered apprenticeship programs for the purpose of supporting these programs].

13 (b) The written verification required under subsection (a) of this section shall be  
14 provided by a subcontractor to the unit responsible for the project before the subcontractor  
15 commences performance under the procurement contract.

16 [(c) Organizations that have registered apprenticeship programs and receive  
17 funds from contractors under subsection (a)(3) of this section shall certify to the Secretary  
18 that all funds received are used solely for the purpose of improving or expanding  
19 apprenticeship training in the State.

20 (d) The Secretary shall adopt regulations to establish a process for auditing  
21 organizations that provide registered apprenticeship programs to ensure that all funds  
22 received under subsection (a)(3) of this section are used solely to improve and expand  
23 apprenticeship programs in the State.]

24 **17-604.1.**

25 (A) **IN THIS SECTION, “ALL APPLICABLE APPRENTICESHIP TRAINING**  
26 **PROGRAMS” MEANS EACH APPRENTICESHIP TRAINING PROGRAM THAT HAS A**  
27 **GEOGRAPHIC AREA OF OPERATION THAT INCLUDES THE LOCATION OF THE**  
28 **COVERED PROJECT AND HAS A USUAL AND CUSTOMARY BUSINESS PRACTICE OF**  
29 **ENTERING INTO AGREEMENTS WITH EMPLOYERS FOR THE PLACEMENT OF**  
30 **APPRENTICES IN THE COVERED CRAFT.**

31 (B) **THE SECRETARY MAY WAIVE THE REQUIREMENTS UNDER § 17-603 OR**  
32 **§ 17-604 OF THIS SUBTITLE IF A CONTRACTOR OR SUBCONTRACTOR SUBMITS A**  
33 **WRITTEN WAIVER APPLICATION, INCLUDING ANY SUPPORTING DOCUMENTATION**  
34 **REQUIRED BY THE SECRETARY, DEMONSTRATING THAT THE CONTRACTOR OR**  
35 **SUBCONTRACTOR:**

(1) SUBJECT TO SUBSECTION (C) OF THIS SECTION, HAS REQUESTED QUALIFIED APPRENTICES FROM ALL APPLICABLE APPRENTICESHIP TRAINING PROGRAMS; AND

(2) FOR EACH REQUEST:

(I) THE REQUEST HAS BEEN DENIED FOR A REASON THAT IS NOT THE RESULT OF A REFUSAL BY THE CONTRACTOR OR SUBCONTRACTOR TO COMPLY WITH THE ESTABLISHED STANDARDS AND REQUIREMENTS OF THE APPRENTICESHIP TRAINING PROGRAM; OR

(II) THE APPRENTICESHIP TRAINING PROGRAM HAS FAILED TO RESPOND TO THE REQUEST WITHIN 10 BUSINESS DAYS AFTER THE DATE ON WHICH THE APPRENTICESHIP TRAINING PROGRAM RECEIVED THE REQUEST.

(C) TO REQUEST QUALIFIED APPRENTICES FROM AN APPRENTICESHIP TRAINING PROGRAM, A CONTRACTOR OR SUBCONTRACTOR SHALL SUBMIT:

(1) A REQUEST BY TELEPHONE AND IN WRITING SENT ELECTRONICALLY AND BY REGISTERED MAIL; AND

(2) A REQUEST TO AN APPRENTICESHIP TRAINING PROGRAM WITH WHICH THE CONTRACTOR OR SUBCONTRACTOR DOES NOT HAVE AN EXISTING PARTICIPATION AGREEMENT, AT LEAST 90 CALENDAR DAYS BEFORE THE DATE THE CONTRACTOR OR SUBCONTRACTOR EXPECTS TO USE APPRENTICE LABOR.

17-605.1.

(A) WHILE CONSTRUCTION ACTIVITY ON A COVERED PROJECT IS ONGOING, EACH CONTRACTOR AND SUBCONTRACTOR PERFORMING WORK ON THE COVERED PROJECT SHALL SUBMIT A MONTHLY REPORT TO THE DEPARTMENT THAT INCLUDES:

(1) FOR EACH APPRENTICE OR JOURNEYWORKER:

(I) THE NAME OF THE APPRENTICE OR JOURNEYWORKER;

(II) THE NAME OF THE ASSOCIATED APPRENTICESHIP TRAINING PROGRAM; AND

(III) THE APPRENTICE REGISTRATION OR IDENTIFICATION NUMBER;

1           **(2) THE TOTAL NUMBER OF APPRENTICES AND LABOR HOURS**  
2 **WORKED, CATEGORIZED BY TRADE OR CRAFT; AND**

3           **(3) THE TOTAL NUMBER OF JOURNEYWORKERS AND LABOR HOURS**  
4 **WORKED, CATEGORIZED BY TRADE OR CRAFT.**

5           **(B) WITHIN 60 DAYS AFTER COMPLETING WORK ON A COVERED PROJECT,**  
6 **EACH CONTRACTOR AND SUBCONTRACTOR SHALL SUBMIT TO THE DEPARTMENT:**

7           **(1) A STATEMENT OF THE TOTAL NUMBER OF LABOR HOURS OF WORK**  
8 **ON A COVERED PROJECT, INCLUDING CONSTRUCTION, ALTERATION, AND REPAIR**  
9 **WORK, PERFORMED BY AN APPRENTICE OR A JOURNEYWORKER; AND**

10           **(2) IF APPLICABLE, A WRITTEN DECLARATION AND SUPPORTING**  
11 **DOCUMENTS JUSTIFYING ANY WAIVER RECEIVED UNDER § 17-604.1 OF THIS**  
12 **SUBTITLE.**

13           **(C) THE DEPARTMENT SHALL MAINTAIN ON ITS WEBSITE:**

14           **(1) DATA AGGREGATED FROM THE REPORTS RECEIVED UNDER**  
15 **SUBSECTIONS (A) AND (B) OF THIS SECTION SHOWING THE USE OF QUALIFIED**  
16 **APPRENTICES AND JOURNEYWORKERS ON COVERED PROJECTS; AND**

17           **(2) DESCRIPTIONS OF THE CIRCUMSTANCES OF ANY WAIVER**  
18 **GRANTED UNDER § 17-604.1 OF THIS SUBTITLE.**

19 17-606.

20           (a) A contractor or subcontractor that fails to meet the requirements of this  
21 subtitle shall be liable for an amount equal to:

22           **(1) twice the amount of unpaid apprenticeship training contributions**  
23 **required by §§ 17-603 AND 17-604 OF this subtitle; AND**

24           **(2) \$100 MULTIPLIED BY THE TOTAL LABOR HOURS FOR WHICH THE**  
25 **REQUIREMENT UNDER § 17-603 OF THIS SUBTITLE WAS APPLICABLE.**

26           (b) (1) In this subsection, “willfully” means representations or omissions  
27 known to be false or made with deliberate ignorance or reckless disregard for their truth or  
28 falsity.

29           (2) Any person, firm, or corporation that is found to have made willfully a  
30 false or fraudulent representation or omission regarding a material fact in connection with

prevailing wage records required by this section shall be liable for a civil penalty in an amount of up to \$1,000 for each employee and each falsified record.

(3) Penalties shall be recoverable [in civil actions and paid to the State]  
**UNDER THE MARYLAND FALSE CLAIMS ACT.**

(c) (1) The Secretary shall adopt regulations to establish administrative procedures for the collection of payments under this subtitle.

(2) (i) The Secretary may file suit to enforce this section in any court of competent jurisdiction.

(ii) In an action filed under this subsection, the court shall require the contractor or subcontractor to pay the amount required by subsection (a) of this section, including interest, reasonable counsel fees, and court costs.

**17-607.**

**THE SECRETARY SHALL ADOPT REGULATIONS NECESSARY TO CARRY OUT THE REQUIREMENTS OF THIS SUBTITLE.**

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2026.